APPRENTICESHIP

Preserving Institutional Knowledge While Growing the Next Generation of Talent

Civil Service IT Apprenticeship Grows in California

Third cohort IT apprentices from left to right: James Harmer, Kevin Laybourn and Shabbir Hasnat. (Photo credit: Kerissa Garlick)

In September, the State of California Government Operations Agency IT Apprenticeship registered its third cohort of apprentices. The structure of this program is similar to that of prior cohorts, where apprentices receive their Related and Supplemental Instruction (RSI) through Sacramento City College in contract with the LEA, Mission College. They simultaneously receive on-the-job training through placement in training and development assignments as Information Technology Associates.

The IT Apprenticeship Program has enjoyed early success. The first cohort completed instruction in August. Approximately 23% of the apprentices from that same cohort were promoted and able to advance into new careers as IT professionals. As an IT Associate, an apprentice can earn up to $62,000 annually.

Although this career change profoundly improves the earning capacity of the apprentices who are part of the program, promotion is not automatic. Upon completion of the program, apprentices must meet qualifications to become IT Associates and follow merit rules in order to promote within the state.

There exists a critical need for qualified IT professionals within the state, but working adults are often unable to take time off work to develop the skills needed for these positions. Through career development efforts, the Government Operations Agency is able to address the state's need to establish a robust succession plan and fill vacant positions. At the same time, SEIU Local 1000 is able to provide upward mobility opportunities for its members with results that are life-changing.

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